



United States of America National Labor Relations Board **NOTICE OF ELECTION**



INSTRUCTIONS TO EMPLOYEES VOTING BY U.S. MAIL

PURPOSE OF ELECTION: This election is to determine the representative, if any, desired by the eligible employees for purposes of collective bargaining with their employer. (See **VOTING UNIT** in this Notice of Election for description of eligible employees.) A majority of the valid ballots cast will determine the results of the election. Only one valid representation election may be held in a 12-month period.

SECRET BALLOT: The election will be by secret ballot carried out through the U.S. mail under the supervision of the Regional Director of the National Labor Relations Board (NLRB). A sample of the official ballot is shown on the next page of this Notice. Voters will be allowed to vote without interference, restraint, or coercion. Employees eligible to vote will receive in the mail *Instructions to Employees Voting by United States Mail*, a ballot, a blue envelope, and a yellow self-addressed envelope needing no postage.

ELIGIBILITY RULES: Employees eligible to vote are those described under the **VOTING UNIT** on the next page and include employees who did not work during the designated payroll period because they were ill or on vacation or temporarily laid off. Employees who have quit or been discharged for cause since the designated payroll period and who have not been rehired or reinstated prior to the date of this election are not eligible to vote.

CHALLENGE OF VOTERS: An agent of the Board or an authorized observer may question the eligibility of a voter. Such challenge must be made at the time the ballots are counted.

AUTHORIZED OBSERVERS: Each party may designate an equal number of observers, this number to be determined by the NLRB. These observers (a) act as checkers at the counting of ballots; (b) assist in identifying voters; (c) challenge voters and ballots; and (d) otherwise assist the NLRB.

METHOD AND DATE OF ELECTION

The election will be conducted by United States mail. The mail ballots will be mailed to employees employed in the appropriate collective-bargaining unit from the office of the National Labor Relations Board, Milwaukee Sub-Regional office, on October 19, 2020, at 4:30 p.m. Voters must return their mail ballots so that they will be received in the National Labor Relations Board, Milwaukee Sub-Regional office by close of business at 4:30 p.m. on November 9, 2020. Voters must sign the outside of the envelope in which the ballot is returned. Any ballot received in an envelope that is not signed will be automatically void.

Those employees who believe that they are eligible to vote and did not receive a ballot in the mail by October 26, 2020, or otherwise requires a duplicate mail ballot kit, should communicate immediately with the National Labor Relations Board, Milwaukee Sub-Regional office by either calling the office at (414) 297-3861 or our national toll-free line at 1-844-762-NLRB (1-844-762-6572).

All ballots will be commingled and counted at the Subregion 30 Office on November 13, 2020 at 1:00 p.m. In order to be valid and counted, the returned ballots must be received in the Subregion 30 Office prior to the counting of the ballots.

WARNING: This is the only official notice of this election and must not be defaced by anyone. Any markings that you may see on any sample ballot or anywhere on this notice have been made by someone other than the National Labor Relations Board, and have not been put there by the National Labor Relations Board. The National Labor Relations Board is an agency of the United States Government, and does not endorse any choice in the election.



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VOTING UNITS

VOTING GROUP – UNIT A (PROFESSIONAL UNIT):

EMPLOYEES ELIGIBLE TO VOTE: All full-time and regular part-time professional employees employed by the Employer at its Milwaukee, Wisconsin facilities who were employed by the Employer during the payroll period ending September 26, 2020.

EMPLOYEES NOT ELIGIBLE TO VOTE: All other employees, non-professional employees, office clerical employees, temporary employees, confidential employees, guards and supervisors as defined by the Act, as amended.





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Ballot for Voting Group - Unit A

| | | |
|--|--|---|
|  | <p>UNITED STATES OF AMERICA ESTADOS UNIDOS DE AMERICA</p> <p>National Labor Relations Board Junta Nacional De Relaciones Del Trabajo</p> <p>18-RC-265466</p> <p>OFFICIAL SECRET BALLOT PAPELETA SECRETA OFICIAL</p> <p>For certain employees of Para Ciertos Empleados De</p> <p>MILWAUKEE ART MUSEUM, INC.</p> |  |
| <p>Do you wish to be included with nonprofessional employees in a unit for the purposes of collective bargaining? ¿Desea ser incluido con los empleados no profesionales en una unidad de a los efectos de la negociación colectiva?</p> | | |
| <p>MARK AN "X" IN THE SQUARE OF YOUR CHOICE MARQUE CON UNA "X" DENTRO DEL CUADRO DE SU SELECCIÓN</p> | | |
| <p>YES SI</p> <input type="checkbox"/> | | <p>NO NO</p> <input type="checkbox"/> |
| <p>Do you wish to be represented for purposes of collective bargaining by ¿Desea usted estar representado para los fines de negociar colectivamente por</p> <p>DISTRICT LODGE 10, INTERNATIONAL ASSOCIATION OF MACHINISTS & AEROSPACE WORKERS, AFL-CIO?</p> | | |
| <p>MARK AN "X" IN THE SQUARE OF YOUR CHOICE MARQUE CON UNA "X" DENTRO DEL CUADRO DE SU SELECCIÓN</p> | | |
| <p>YES SI</p> <input type="checkbox"/> | | <p>NO NO</p> <input type="checkbox"/> |



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DO NOT SIGN OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD REVEAL YOUR IDENTITY. MARK AN "X" IN THE SQUARE OF YOUR CHOICE ONLY.

If you make markings inside, or anywhere around, more than one square, you may request a new ballot by referring to the enclosed instructions. If you submit a ballot with markings inside, or anywhere around, more than one square, your ballot will not be counted.

**NO FIRME O ESCRIBA SU NOMBRE O INCLUYA OTRAS MARCAS QUE REVELARÍAN SU IDENTIDAD.
MARQUE UNA "X" EN EL CUADRADO DE SU ELECCIÓN SOLAMENTE.**

Si hace marcas dentro, o en cualquier lugar alrededor, en más de un cuadrado, puede solicitar una nueva papeleta consultando las instrucciones adjuntas. Si envía una papeleta con marcas en el interior, o en cualquier lugar alrededor, en más de un cuadrado, su papeleta no será contada.

Vea las Instrucciones incluidas.

The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any sample ballot have not been put there by the National Labor Relations Board.

La Junta Nacional de Relaciones del Trabajo no respalda a ninguna de las opciones en esta elección. Cualquier marca que se pueda ver en cualquier muestra de la papeleta no fue hecha por la Junta Nacional de Relaciones del Trabajo.

VOTING GROUP – UNIT B (NON-PROFESSIONAL UNIT):

EMPLOYEES ELIGIBLE TO VOTE: All full-time and regular part-time non-professional employees employed by the Employer at its Milwaukee, Wisconsin facilities who were employed by the Employer during the payroll period ending September 26, 2020.

EMPLOYEES NOT ELIGIBLE TO VOTE: All other employees, professional employees, office clerical employees, temporary employees, confidential employees, guards and supervisors as defined by the Act, as amended.



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Ballot for Voting Group - Unit B



UNITED STATES OF AMERICA
ESTADOS UNIDOS DE AMERICA
National Labor Relations Board
Junta Nacional De Relaciones Del Trabajo
18-RC-265466



**OFFICIAL SECRET BALLOT
PAPELETA SECRETA OFICIAL**
For certain employees of
Para Ciertos Empleados De
MILWAUKEE ART MUSEUM, INC.

Do you wish to be represented for purposes of collective bargaining by
¿Desea usted estar representado para los fines de negociar colectivamente por

**DISTRICT LODGE 10, INTERNATIONAL ASSOCIATION OF
MACHINISTS & AEROSPACE WORKERS, AFL-CIO?**

MARK AN "X" IN THE SQUARE OF YOUR CHOICE
MARQUE CON UNA "X" DENTRO DEL CUADRO DE SU SELECCIÓN

YES
SI

☐

NO
NO

☐

DO NOT SIGN OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD REVEAL YOUR IDENTITY. MARK AN "X" IN THE SQUARE OF YOUR CHOICE ONLY.

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MARQUE UNA "X" EN EL CUADRADO DE SU ELECCIÓN SOLAMENTE.**

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If a majority of the professional employees voting in Unit A vote “Yes” to the first question, indicating their wish to be included in the same unit as non-professional employees (Unit B), they will so be included. Their votes on the second question will then be counted together with the votes of the non-professional employees to determine whether or not the employees in the combined professional and non-professional unit (Unit C) below wish to be represented by District Lodge 10, International Association of Machinists & Aerospace Workers, AFL-CIO.

Combined Unit – Unit C (Professional and Non-Professional Unit):

Included: All full-time and regular part-time professional and non-professional employees employed by the Employer at its Milwaukee, Wisconsin facilities.

Excluded: All other employees, office clerical employees, temporary employees, confidential employees, guards and supervisors as defined by the Act, as amended.

If, on the other hand, a majority of the professional employees in Unit A vote against such inclusion, they will not be included with the non-professional employees in Unit B. Their votes on the second question will then be separately counted to determine whether or not they wish to be represented by District Lodge 10, International Association of Machinists & Aerospace Workers, AFL-CIO.



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INSTRUCTIONS TO EMPLOYEES VOTING BY U.S. MAIL

RIGHTS OF EMPLOYEES - FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union
- Choose representatives to bargain with your employer on your behalf
- Act together with other employees for your benefit and protection
- Choose not to engage in any of these protected activities
- In a State where such agreements are permitted, the Union and Employer may enter into a lawful union-security agreement requiring employees to pay periodic dues and initiation fees. Nonmembers who inform the Union that they object to the use of their payments for nonrepresentational purposes may be required to pay only their share of the Union's costs of representational activities (such as collective bargaining, contract administration, and grievance adjustment).

It is the responsibility of the National Labor Relations Board to protect employees in the exercise of these rights.

The Board wants all eligible voters to be fully informed about their rights under Federal law and wants both Employers and Unions to know what is expected of them when it holds an election.

If agents of either Unions or Employers interfere with your right to a free, fair, and honest election the election can be set aside by the Board. When appropriate, the Board provides other remedies, such as reinstatement for employees fired for exercising their rights, including backpay from the party responsible for their discharge.

The following are examples of conduct that interfere with the rights of employees and may result in setting aside of the election:

- Threatening loss of jobs or benefits by an Employer or a Union
- Promising or granting promotions, pay raises, or other benefits, to influence an employee's vote by a party capable of carrying out such promises
- An Employer firing employees to discourage or encourage union activity or a Union causing them to be fired to encourage union activity
- Making campaign speeches to assembled groups of employees on company time where attendance is mandatory, within the 24-hour period before the mail ballots are dispatched
- Incitement by either an Employer or a Union of racial or religious prejudice by inflammatory appeals
- Threatening physical force or violence to employees by a Union or an Employer to influence their votes

The National Labor Relations Board protects your right to a free choice.

Improper conduct will not be permitted. All parties are expected to cooperate fully with this Agency in maintaining basic principles of a fair election as required by law.

Anyone with a question about the election may contact the NLRB Office at (414)297-3861 or visit the NLRB website www.nlrb.gov for assistance.